GOVERNMENT OF INDIA
LABOUR
LOK SABHA

UNSTARRED QUESTION NO:5309
ANSWERED ON:23.04.2001
TEMPORARY WORKERS WORKING AT PAR WITH PERMANENT WORKERS
THAAWAR CHAND GEHLOT

Will the Minister of LABOUR be pleased to state:

(a) whether the Government are aware that temporary workers of big industries in the country are not being provided salary at par with the permanent workers of the industry;

(b) if so, the steps taken by the Government to protect the interest of these temporary workers;

(c) whether the Government are also aware of the decision given by the Supreme Court in this regard;

(d) if so, whether the Government propose to implement the said decision; and

(e) if not, the reasons therefor?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI MUNI LALL)

(a) & (b): In the Central Sphereindustries no complaints or disputes regarding discrimination in the rate of wages/salaries between temporary and permanent workers have been received from any union or individual workers nor any inspecting officer has detected any such discrimination in salaries between the temporary and the permanent workers employed on same work or work of similar nature. In organised industries like coal, steel, cement, the wages of the workers are fixed through bi-partite or tri-partite settlements. In these agreements no discrimination in salaries is shown between temporary and permanent workers of comparable skill. In industries, which fall in the scheduled employments under the Minimum Wages Act, the rates of minimum wages fixed under the Act are uniformly applicable to temporary as well as permanent workers. If the temporary workers claim that they are not being paid wages on par with permanent workers, they can approach the Labour Courts under Section 33(c) (2) of Industrial Disputes Act, 1947 for relief or raise industrial dispute through trade union before the conciliation officer concerned.

(c) to (e): There are number of cases wherein the High Courts and the Supreme Court have pronounced judgements directing payment of equal wages for equal work irrespective of classification of the workers such as temporary, permanent etc. As the details of the case are not given, it is not possible to know as to which particular case of Supreme Court has been referred to.